

Wage Adjustments To Be Reported

Civil Service Commission has established a new Federal agency reporting system covering adjustments in pay schedules for the nearly 600,000 wage board (blue collar) employees throughout Government.

Pay rates for wage board workers are based on surveys of prevailing wage rates of comparable jobs in the private sector within a particular community or area rather than by statute as are classified (white collar) rates.

A preliminary review of pay adjustments for Government wage board employees shows that the adjustments are within the Administration's 3.2 percent guideline figure.

The new monthly reporting system of Federal agencies, set up at President Johnson's request, aims to provide continuing information on wage-board pay adjustments and their total effect on overall Federal wage levels. Under the plan, agencies will notify CSC of each proposed wage schedule adjustment averaging at least 4 percent which would affect 1,000 or more employees of the wage-fixing agency. In addition, agencies will inform the Commission of every proposed adjustment, regardless of the number of employees affected, that calls for an average wage schedule increase of 4.5 percent or more.

No arbitrary limit has been placed on the amount of any individual wage schedule adjustment. Instead, the intention is to provide a continuous flow of information, now lacking, concerning wage schedule adjustments for wage board employees so that their impact can be assessed in both agency and a Government-wide basis.

Meanwhile, until Federal employee pay legislation now pending before Congress is disposed of, wage schedule increases will be weighed against the 3.2 percent wage guideline. The pending pay bill includes new benefits for wage board workers as well as pay increases for white collar and postal workers.

If the pay bill is enacted, an analysis will be made to determine the extent to which the 3.2 percent figure should be adjusted for wage board employees in light of the improved benefits provided by the legislation.

President Wants Best Ideas Shared

President Johnson wants "every Government employee to be hard about opportunities for cost reduction" and "the best ideas publicized for all to use."

"A good idea from one agency," he said, "should not stop there, but must be made known throughout the Government."

In an April memorandum to department and agency heads, the President reported that the more efficient operation of Federal agencies since 1964 has saved Americans \$3 billion.

"If Federal agencies were still operating at their 1964 level of efficiency, my 1966 and 1967 budgets would have to be \$3 billion higher. These savings mean that we are getting more value from our tax dollars. It means the American people are \$3 billion better off."

The President also wants employees in every agency to read the new pamphlet, "Cost Reduction Notes." Prepared by the Budget Director, the pamphlet is designed to help agencies exchange experience on ways to improve operations and cut costs.

"I want each idea to be considered carefully," the President said. "I hope that many of them can be put to use."

The pamphlet's first issue was in April. It will be distributed from time to time.

Those Post Office Pens

Since introduction of ball point pens in post offices ten years ago, 26 million refills capable of writing 34 million miles of well-linked lines have been purchased for postal use.


The 2.4 million refills ordered for 1966 are expected to take care of the year's estimated 3.1 million miles of addressing—about the distance traveled by astronauts Gordon Cooper and Charles Conrad in their 8-day Gemini-5 flight.

Long-Lived Mail Bags

The Post Office Department's more than 35 million mail bags of 21 types and sizes average about 15 years' service before needing repairs, and 12 additional years after their battered bottoms have been given a new lease on life.

Training Requirements

Federal employees trained by, in, or through a non-Government facility are required to continue their Government service for at least three times the length of such training.



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65 Job Boards Slated by Dec. 31

Nearly 30 new Interagency Boards of U.S. Civil Service Examiners have been opened and by year's end a total of 65 will be in operation in principal metropolitan centers throughout the country, Civil Service Commission reports.

The 65 new boards will consolidate the functions of more than 600 boards conducting competitive examinations for Federal employment. The nationwide network provides for at least one board in each State and the District of Columbia.

All the new boards will operate one-stop job information centers to make available in one location complete and current information on job openings and examinations for all Federal agencies under a board's jurisdiction.

Interagency Boards are now open in Washington, D.C.; Omaha; Huntsville, Ala.; Chicago; Milwaukee; Indianapolis; Houston; Cheyenne, Wyo.; New York; Pittsburgh; Charleston, W. Va.; St. Louis; Kansas City; Honolulu; Anchorage, Alaska.

Also, Atlanta; Orlando, Fla.; Augusta, Maine; Boston; Hartford, Conn.; El Paso, Tex.; Dallas-Ft. Worth; Albuquerque, N. Mex.; Denver; Philadelphia; San Francisco; Portland, Ore.; Seattle; and Reno, Nev.

Economy Order Hits Vacant Jobs, Travel

In a new economy move, President Johnson has ordered Federal agency heads to defer the filling of vacant Government jobs and forego some previously planned travel.

"It should not be too great a hardship to stretch out the filling of vacancies, in some cases, even to forego replacing a portion of those who leave positions in your agency," the President said in a memorandum to department and agency heads.

"It is not my intention to defer or eliminate the essential," he said. "For example, travel for law enforcement, or for necessary supervision of field establishments, are costs which—if the activities are to be carried on efficiently—must be borne."

But he added, "it should be possible to reduce travel that might be desirable rather than essential, such as for attendance at professional conferences or meetings."

The President called for employment deferrals and travel cutbacks as part of a general move to hold down expenses wherever possible in view of the high costs of the Vietnam operation and to help curb inflationary pressures at home.

Bond Doubling Urged

President Johnson has urged all Federal employees to "set a good example" in the purchase of U. S. Savings Bonds and to "eventually double the holdings of these bonds."

"I do believe that every Government employee can participate to some degree," he added.

He urged those who have not yet bought bonds to enter the program at the earliest possible opportunity.

Citing the new higher interest rate on the 24 percent war bonds, he said, "for it is a direct stake in the future of our country."

Women Opportunities Gain

The number of women in Federal jobs paying \$10,000 or more has increased 26 percent since President Johnson took office.

90% Have Health Ins.

About 2 million employees or about 90 percent of those eligible are covered by the group health benefits program.

Worker Ratio Stays Same

The proportion of 76 percent men to 24 percent women in Federal service approved for release last year was the same for several years.

1.8 Million Have Applied for FSEE

Nearly 75,000 persons have been appointed to professional entry-level positions through the Federal Service Entrance Examination since the test was started 11 years ago.

Last year alone, Federal agencies appointed more than 8,000 persons from this examination. And this year, prospects for placements are far better, with indications that agencies will hire about 13,000 from this examination.

The FSEE is used to examine people with high potential for positions in 60 major occupational fields and in more than 200 kinds of jobs, ranging from personnel management to tax collection and social security work. It is used to fill jobs at the GS-5 and 7 levels, depending on qualifications of the candidates.

The written examination is given at more than 800 points throughout the country to college seniors and graduates and others with a combination of experience and training equivalent to a bachelor's degree.

Nearly 1.8 million have applied for the examination over the 11 years, more than a million have taken it, and over 405,000 have passed it—for a passing average of about 40 percent.

The Management Intern examination, for which applicants need additional education or experience to qualify and which involves another written test, has seen more limited participation. Since 1956, more than 221,000 have taken the quiz, more than 22,000 have passed it, and over 2,000 have been hired to jobs at grade GS-7 or 9.

Gives 179 Pints Of Blood, All Free

John H. Parsons, an employee of the Castle Point (N. Y.) Veterans Administration Hospital, quietly and without fanfare recently donated his 179th pint of blood—bringing his total to more than 22 gallons.

Only on one occasion has he accepted money for his blood. Recently he donated blood at the Castle Point VA Hospital for a Vietnamese boy being treated there for a heart condition. Mr. Parsons accepted the money given by the U.S. State Department for the donation, but then converted the entire sum into canteen coupons used by patients to buy items in the hospital canteen.

He attributes his zeal for donating blood to the fact that in 1937 his wife received blood during childbirth difficulties. He vowed then to return 20 gallons of blood to the Red Cross. Twenty-seven years later he attained his goal, but has continued to donate simply because he is "used to it," he said.

91% Under GS Retirement

About 2.3 million Federal employees or about 91 percent of all Government employees are under the Civil Service Retirement System.

Why Nobody Likes A Pessimist

A pessimist will tell you he can predict failure, and often he can. But maybe you should tell him that sometimes you can predict success, because you're involved in it.

Pessimists say "it can't happen" when it works; "the boss won't buy it," and he does; "we've never done it that way," but now we do.

Once the world was flat. Now it isn't. Once there were 92 elements. Now there are more.

Orville Wright flew his airplane 120 feet. Marconi sent signals across the ocean. Dr. Norman Vincent Peale called this triumph of "can do" the Power of Positive Thinking.

Beethoven was deaf. Edison's grades were poor in school. Churchill lisped during childhood. But persons like these, persons who might have been counted out before they began, went on to do great things. And now nobody likes a pessimist.

President Cares for Imagination in Jobs

President Johnson recently saluted the winners of the 1966 National Civil Service League awards for their excellence and praised Federal employees in general.

He lauded the 10 Federal career men and women award winners for their excellence in service to America and conceded that "every person in this room today could be earning a great deal more money in private enterprise." He added, "I don't believe there is a higher calling than government service."

"This award is given for efficiency, quality, and economy in Government management," the President told the recipients at a White House ceremony. "I hope that as they added women this year to the recipients that they will add imagination to the criteria next year."

He added, "Your achievements have singled you out as being men

and women of excellence and excellence is not easy to come by, either in or out of Government."

Because we are not all excellent, the President said, "I often think of the great waste that one little inefficient statement, inefficient step, or one action that was misunderstood or misinterpreted, how much it may cost the Government and cost our whole enterprise system. I do want to hear down pretty heavy on excellence."

Alluding to the achievements of Federal employees generally, the President said Federal employees "may not always wake up in the middle of the night with a bright new idea and submit it the next morning." But, he added, "I hope that we will always stress imagination and creativeness, initiative, new ideas, how we can do something quicker, how we can do it better, why we ought to do something we are not doing, why we ought to discard the status quo, and proceed to things we know not of, in the hope that out of that will come something revolutionary and something worthwhile."

He added, "By and large, I think the government servant today is more respected, better recognized and probably more rewarded than he has been before."

The winners of the 1966 Career Service Awards are:

Oscar Bakke, eastern regional director, Federal Aviation Agency; Franklin S. Brown, chief, Bureau of Power, Federal Power Commission; William O. Hall, assistant administrator, General Land Office; National Development; Dwight A. Ins, assistant general manager, Atomic Energy Commission; now assistant secretary for administration, Department of Housing and Urban Development; Paul H. Riley, deputy assistant secretary of defense, Department of Defense.

Also, Joseph A. Sisco, assistant secretary, International Organization Affairs, Department of State; Charlotte Moore Siterly, physician, National Bureau of Standards; Department of Commerce; Bernard Strauss, chief, Common Carrier Bureau, Federal Communications Commission; Mary E. Switzer, commissioner, Vocational Rehabilitation Administration; Department of Health, Education and Welfare; Ellis H. Veach, chief, Military Division, Bureau of the Budget.

Oldest Retiree 110; One Retired 46 Yrs.

More than a handful of "senior" senior citizens are on the Federal civil service retirement roll.

The oldest annuitant, for example, reached his 110th birthday last January and has been retired since 1946 when he was two months from his 91st birthday. He had been a sweeper for the old War Department at Fort Mason, Calif., and had served on a half dozen or more ships operated by the War Department.

Another retiree reached 105, also last January. He retired in 1927 as a postal letter carrier in Cleveland.

A woman annuitant, now 103, retired from the Navy Bureau of Supplies and Accounts in Washington, D.C., in 1933. Besides her civilian service she was a yeomanette in the Naval Reserve forces in World War I.

The oldest annuitant ever on the rolls was 121 years old when he died in 1941. At that time he lived in a cabin in the forest of the Chickamauga National Park, Ga. When he became so old and feeble that he could no longer go to the post office for his annuity check, he sent his "boy," aged 90, for it.

A "merer" 81-year-old man has been on the civil-service annuity roll the longest. Still living, he retired for disability in 1920 from the Naval Air Station, San Diego, only three months after the Retirement Act became effective in mid-1920. He has been a retiree for nearly 46 years.

A rural letter carrier who retired in 1932 after having served for 30 years has been receiving Government retirement checks for more years than he carried mail. The Canton (S. Dak.) resident has been cashing Federal annuity checks for 33 years.

Other old-timers on the retirement roll include an 80-year-old woman who retired in 1921 as a postal clerk in Hot Springs, Ark., nearly 45 years ago. Another man, soon to be 94, retired for disability, also in 1921, as a postal clerk in Baltimore.

A total of 1,159,884 employees and survivors have been on the Federal civil service annuity roll for monthly checks between enactment of the 1920 Retirement Act and mid-1965. At the latter time there were 728,917 annuitants, including 508,731 employee-annuitants and 220,186 survivor-annuitants.

Youngest General Counsel

The youngest general counsel in the Federal Government is 31-year-old Philip F. Zeidman of the Small Business Administration. He recently received the "Younger Federal Lawyer Award" for 1965 from the Federal Bar Association. Mr. Zeidman was appointed General Counsel SBA last January at age 30.